## Dept. of DHS-Cherokee (407) Facts - FY '12

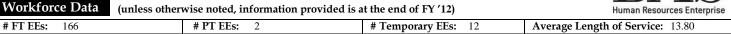
www.dhs.state.ia.us/

## **General Information**

Cherokee Mental Health Institute Address:

1251 West Cedar Loop Cherokee, IA 51012

(unless otherwise noted, information provided is at the end of FY '12)



Span of Control: 11.00 Total Unemployment Insurance Claims: N/A

Employee Age Groups			Supervisor Age Groups			oups_	<u>Females</u>		<u>Males</u>		
<25	2	45-54	64	<25	0	45-54	8	# of Females:	120	# of Males:	46
25-34	19	55-64	50	25-34	0	55-64	5	% of WF:	72.29%	% of WF:	27.71%
35-44	29	65+	2	35-44	2	65+	0	Average Age:	48.88	Average Age:	49.21
Employee Average Age: 48.97			Supervisor Average Age: 51.13		Average Length of Service: 14.07		Average Length of Service: 13.11				

<u>Minorities</u>		Non-minorities		Breakout of Minorities	Did Not Respond	
# of Minorities:	1	# of Non-minorities:	164	# African-American: 0	# of "did not respond":	1
% of Workforce:	0.60%	% of Workforce:	98.80%	# Asian/Pacific Island: 0	% of Workforce:	0.60%
Average Age:	56.15	Average Age:	48.93	# Am. Indian/Alaskan: 1	Average Age:	48.61
Average Length of Service:	5.26	Average Length of Service:	13.90	# Hispanic or Latino: 0	Average Length of Service:	7.04
				•		

Persons With Disabilitie	e <u>s</u>	Persons With No Disabilitie	e <u>s</u>	Did Not Respond		
# of Persons With Disabilities:	3	# of Persons With No Disabilities:	148	# of "did not respond":	15	
% of Workforce:	1.81%	% of Workforce:	89.16%	% of Workforce:	9.04%	
Average Age:	39.14	Average Age:	48.85	Average Age:	52.17	
Average Length of Service:	17.46	Average Length of Service:	13.03	Average Length of Service:	20.73	
0 0						

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 8	EEO Category 2: 45	EEO Category 3: 16	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 14	EEO Category 7: 20	EEO Category 8: 63
Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 25	Transfer In: N/A
Retirements: 4	All Terminations: 2	Voluntary Quits: 3	Transfer Out: N/A

# of Classes Used: 59	Most Populous Classes: Resident Treatment Worker (40), Registered Nurse (18), Licensed Practical Nurse (9)					
Separations - By Class:	Registered Nurse (3), Resident Treatment Worker (2), 4 classes w	ith 1 incumbent each				
# Eligible for Retirement:	47 in next 5 years	% Eligible: 28.31%				

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: Sick Leave Payouts:		Annual Payroll:		Avg. Base Salary:		Overtime Days Worked:	
\$60,991.82	\$7,462.46	\$8,	,664,022.20	\$49,787.68		331.5	
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:		Retention Pay:		Exceptional Job Performance Pay	
\$126,292.47	\$0	\$0		\$0		\$0	
Vacation Pay - Earned	Vacation Days Earned:		Vacation Used Expense:		Vacation Days Taken:		
Value: \$639,622.89	3,267.8	,		\$594,051.96			
Sick Leave Days Earned:	Reg. Sick Leave Used Exp	ense:	Reg. Sick Leave Da	ys Used:		ck Leave To Vacation Days Used:	
2,656.5	\$261,236.04		1,334.3		201.5		
Sick Leave -Earned			Avg. Sick Leave Da	ıys Per EE:	Converted Si	ck Leave To Vacation Used	
Value:			8.04	Ĭ	Expense:		
\$490,194.00					\$41,350.36		
Injury Leave Used	Injury Leave Days Used:	Class	ification Appeals:	Reclassifications		<u>Grievances</u>	
Expense:	52.5	N/	A	Up (Filled):	4	Contract Grievances: N/A	
\$11,406,80				Un (Vacant)	2	Disciplinary N/A	

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Expense:	52.5	N/A	Up (Filled):	4	Contract Grievance	s:	N/A
\$11,406.80			Up (Vacant):	2	Disciplinary:	N/A	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled):	1	Language:	N/A	
Expense:	0	\$0	Down (Vacant):	1	Non-Contract Griev	ances:	N/A
\$0			Lateral (Filled):	3	Disciplinary:	N/A	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant):	0	Language:	N/A	
Expense:	0	\$0	Approx. Annual New Co	st of	Arbitrations:		N/A
\$0			Reclassified Positions	*			
			\$15,235.28				

<sup>\*</sup> based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012